

**GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2011**

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HOUSE BILL 1045

Short Title: Salary Increase for School Employees. (Public)

Sponsors: Representatives Glazier, Rapp, McLawhorn, and Carney (Primary Sponsors).
For a complete list of Sponsors, see Bill Information on the NCGA Web Site.

Referred to: Appropriations.

May 23, 2012

A BILL TO BE ENTITLED
AN ACT TO INCREASE THE SALARIES OF PUBLIC SCHOOL EMPLOYEES.
The General Assembly of North Carolina enacts:

TEACHER SALARY SCHEDULES

SECTION 1.(a) The following monthly salary schedules shall apply for the 2012-2013 fiscal year to certified personnel of the public schools who are classified as teachers. The schedules contain 35 steps, with each step corresponding to one year of teaching experience.

2012-2013 Monthly Salary Schedule

"A" Teachers

Years of Experience	"A" Teachers	NBPTS Certification
0	\$3,043	N/A
1	\$3,043	N/A
2	\$3,043	N/A
3	\$3,043	\$3,408
4	\$3,085	\$3,455
5	\$3,129	\$3,504
6	\$3,264	\$3,656
7	\$3,404	\$3,812
8	\$3,538	\$3,963
9	\$3,667	\$4,107
10	\$3,771	\$4,224
11	\$3,819	\$4,277
12	\$3,868	\$4,332
13	\$3,918	\$4,388
14	\$3,967	\$4,443
15	\$4,018	\$4,500
16	\$4,069	\$4,557
17	\$4,122	\$4,617
18	\$4,176	\$4,677
19	\$4,231	\$4,739
20	\$4,286	\$4,800
21	\$4,345	\$4,866



1	22	\$4,403	\$4,931
2	23	\$4,461	\$4,996
3	24	\$4,523	\$5,066
4	25	\$4,584	\$5,134
5	26	\$4,650	\$5,208
6	27	\$4,714	\$5,280
7	28	\$4,779	\$5,352
8	29	\$4,845	\$5,426
9	30	\$4,913	\$5,503
10	31	\$4,984	\$5,582
11	32	\$5,055	\$5,662
12	33	\$5,153	\$5,771
13	34+	\$5,255	\$5,886

2012-2013 Monthly Salary Schedule

"M" Teachers

Years of Experience	"M" Teachers	NBPTS Certification
18	0	N/A
19	1	N/A
20	2	N/A
21	3	\$3,749
22	4	\$3,801
23	5	\$3,855
24	6	\$4,021
25	7	\$4,193
26	8	\$4,359
27	9	\$4,518
28	10	\$4,646
29	11	\$4,705
30	12	\$4,766
31	13	\$4,827
32	14	\$4,888
33	15	\$4,950
34	16	\$5,013
35	17	\$5,078
36	18	\$5,145
37	19	\$5,212
38	20	\$5,281
39	21	\$5,354
40	22	\$5,424
41	23	\$5,496
42	24	\$5,572
43	25	\$5,647
44	26	\$5,729
45	27	\$5,807
46	28	\$5,888
47	29	\$5,970
48	30	\$6,052
49	31	\$6,140
50	32	\$6,228
51	33	\$6,348

1 34+ \$5,781 \$6,475

2 **SECTION 1.(b)** Annual longevity payments for teachers shall be at the rate of one
 3 and one-half percent (1.5%) of base salary for 10 to 14 years of State service, two and
 4 twenty-five hundredths percent (2.25%) of base salary for 15 to 19 years of State service, three
 5 and twenty-five hundredths percent (3.25%) of base salary for 20 to 24 years of State service,
 6 and four and one-half percent (4.5%) of base salary for 25 or more years of State service. The
 7 longevity payment shall be paid in a lump sum once a year.

8 **SECTION 1.(c)** Certified public schoolteachers with certification based on
 9 academic preparation at the six-year degree level shall receive a salary supplement of one
 10 hundred twenty-six dollars (\$126.00) per month in addition to the compensation provided for
 11 certified personnel of the public schools who are classified as "M" teachers. Certified public
 12 schoolteachers with certification based on academic preparation at the doctoral degree level
 13 shall receive a salary supplement of two hundred fifty-three dollars (\$253.00) per month in
 14 addition to the compensation provided for certified personnel of the public schools who are
 15 classified as "M" teachers.

16 **SECTION 1.(d)** The first step of the salary schedule for school psychologists shall
 17 be equivalent to Step 8, corresponding to eight years of experience, on the salary schedule
 18 established in this section for certified personnel of the public schools who are classified as
 19 "M" teachers. Certified psychologists shall be placed on the salary schedule at an appropriate
 20 step based on their years of experience. Certified psychologists shall receive longevity
 21 payments based on years of State service in the same manner as teachers.

22 Certified psychologists with certification based on academic preparation at the
 23 six-year degree level shall receive a salary supplement of one hundred twenty-six dollars
 24 (\$126.00) per month in addition to the compensation provided for certified psychologists.
 25 Certified psychologists with certification based on academic preparation at the doctoral degree
 26 level shall receive a salary supplement of two hundred fifty-three dollars (\$253.00) per month
 27 in addition to the compensation provided for certified psychologists.

28 **SECTION 1.(e)** Speech pathologists who are certified as speech pathologists at the
 29 master's degree level and audiologists who are certified as audiologists at the master's degree
 30 level and who are employed in the public schools as speech and language specialists and
 31 audiologists shall be paid on the school psychologist salary schedule.

32 Speech pathologists and audiologists with certification based on academic
 33 preparation at the six-year degree level shall receive a salary supplement of one hundred
 34 twenty-six dollars (\$126.00) per month in addition to the compensation provided for speech
 35 pathologists and audiologists. Speech pathologists and audiologists with certification based on
 36 academic preparation at the doctoral degree level shall receive a salary supplement of two
 37 hundred fifty-three dollars (\$253.00) per month in addition to the compensation provided for
 38 speech pathologists and audiologists.

39 **SECTION 1.(f)** Certified school nurses who are employed in the public schools as
 40 nurses shall be paid on the "M" salary schedule.

41 **SECTION 1.(g)** As used in this section, the term "teacher" shall also include
 42 instructional support personnel.

43
 44 **SCHOOL-BASED ADMINISTRATOR SALARY SCHEDULE**

45 **SECTION 2.(a)** The following base salary schedule for school-based
 46 administrators shall apply only to principals and assistant principals. This base salary schedule
 47 shall apply for the 2012-2013 fiscal year, commencing July 1, 2012.

48
 49 2012-2013 Principal and Assistant Principal Salary Schedules
 50 Classification

51 Years of Exp Assistant Prin I Prin II Prin III Prin IV

		Principal	(0-10)	(11-21)	(22-32)	(33-43)
1						
2	0-7	\$3,781	-	-	-	-
3	8	\$3,931	-	-	-	-
4	9	\$4,074	-	-	-	-
5	10	\$4,189	-	-	-	-
6	11	\$4,243	\$4,243	-	-	-
7	12	\$4,298	\$4,298	-	-	-
8	13	\$4,353	\$4,353	\$4,408	-	-
9	14	\$4,408	\$4,408	\$4,464	-	-
10	15	\$4,464	\$4,464	\$4,521	\$4,579	-
11	16	\$4,521	\$4,521	\$4,579	\$4,640	\$4,701
12	17	\$4,579	\$4,579	\$4,640	\$4,701	\$4,762
13	18	\$4,640	\$4,640	\$4,701	\$4,762	\$4,828
14	19	\$4,701	\$4,701	\$4,762	\$4,828	\$4,891
15	20	\$4,762	\$4,762	\$4,828	\$4,891	\$4,956
16	21	\$4,828	\$4,828	\$4,891	\$4,956	\$5,025
17	22	\$4,891	\$4,891	\$4,956	\$5,025	\$5,092
18	23	\$4,956	\$4,956	\$5,025	\$5,092	\$5,166
19	24	\$5,025	\$5,025	\$5,092	\$5,166	\$5,237
20	25	\$5,092	\$5,092	\$5,166	\$5,237	\$5,310
21	26	\$5,166	\$5,166	\$5,237	\$5,310	\$5,383
22	27	\$5,237	\$5,237	\$5,310	\$5,383	\$5,458
23	28	\$5,310	\$5,310	\$5,383	\$5,458	\$5,537
24	29	\$5,383	\$5,383	\$5,458	\$5,537	\$5,617
25	30	\$5,458	\$5,458	\$5,537	\$5,617	\$5,725
26	31	\$5,537	\$5,537	\$5,617	\$5,725	\$5,839
27	32	\$5,617	\$5,617	\$5,725	\$5,839	\$5,956
28	33	\$5,725	\$5,725	\$5,839	\$5,956	\$6,075
29	34	\$5,839	\$5,839	\$5,956	\$6,075	\$6,197
30	35	-	\$5,956	\$6,075	\$6,197	\$6,321
31	36	-	-	\$6,197	\$6,321	\$6,447
32	37	-	-	\$6,321	\$6,447	\$6,576
33	38	-	-	-	\$6,576	\$6,708
34	39	-	-	-	\$6,708	\$6,842
35	40	-	-	-	-	\$6,979

2012-2013 Principal and Assistant Principal Salary Schedules
Classification

Years of Exp	Prin V (44-54)	Prin VI (55-65)	Prin VII (66-100)	Prin VIII (101+)
41	0-17	\$4,828	-	-
42	18	\$4,891	-	-
43	19	\$4,956	\$5,025	-
44	20	\$5,025	\$5,092	\$5,237
45	21	\$5,092	\$5,166	\$5,310
46	22	\$5,166	\$5,237	\$5,383
47	23	\$5,237	\$5,310	\$5,458
48	24	\$5,310	\$5,383	\$5,537
49	25	\$5,383	\$5,458	\$5,617
50	26	\$5,458	\$5,537	\$5,725
51	27	\$5,537	\$5,617	\$5,839

1	28	\$5,617	\$5,725	\$5,956	\$6,075
2	29	\$5,725	\$5,839	\$6,075	\$6,197
3	30	\$5,839	\$5,956	\$6,197	\$6,321
4	31	\$5,956	\$6,075	\$6,321	\$6,447
5	32	\$6,075	\$6,197	\$6,447	\$6,576
6	33	\$6,197	\$6,321	\$6,576	\$6,708
7	34	\$6,321	\$6,447	\$6,708	\$6,842
8	35	\$6,447	\$6,576	\$6,842	\$6,979
9	36	\$6,576	\$6,708	\$6,979	\$7,119
10	37	\$6,708	\$6,842	\$7,119	\$7,261
11	38	\$6,842	\$6,979	\$7,261	\$7,406
12	39	\$6,979	\$7,119	\$7,406	\$7,554
13	40	\$7,119	\$7,261	\$7,554	\$7,705
14	41	\$7,261	\$7,406	\$7,705	\$7,859
15	42	-	\$7,554	\$7,859	\$8,016
16	43	-	\$7,705	\$8,016	\$8,176
17	44	-	-	\$8,176	\$8,340

SECTION 2.(b) The appropriate classification for placement of principals and assistant principals on the salary schedule, except for principals in alternative schools and in cooperative innovative high schools, shall be determined in accordance with the following schedule:

Classification	Number of Teachers Supervised
Assistant Principal	
Principal I	Fewer than 11 Teachers
Principal II	11-21 Teachers
Principal III	22-32 Teachers
Principal IV	33-43 Teachers
Principal V	44-54 Teachers
Principal VI	55-65 Teachers
Principal VII	66-100 Teachers
Principal VIII	More than 100 Teachers

The number of teachers supervised includes teachers and assistant principals paid from State funds only; it does not include teachers or assistant principals paid from non-State funds or the principal or teacher assistants.

The beginning classification for principals in alternative schools and in cooperative innovative high school programs shall be the Principal III level. Principals in alternative schools who supervise 33 or more teachers shall be classified according to the number of teachers supervised.

SECTION 2.(c) A principal shall be placed on the step on the salary schedule that reflects total number of years of experience as a certificated employee of the public schools and an additional step for every three years of experience as a principal. A principal or assistant principal shall also continue to receive any additional State-funded percentage increases earned for the 1997-1998, 1998-1999, and 1999-2000 school years for improvement in student performance or maintaining a safe and orderly school.

SECTION 2.(d) Principals and assistant principals with certification based on academic preparation at the six-year degree level shall be paid a salary supplement of one

1 hundred twenty-six dollars (\$126.00) per month and at the doctoral degree level shall be paid a
 2 salary supplement of two hundred fifty-three dollars (\$253.00) per month.

3 **SECTION 2.(e)** Longevity pay for principals and assistant principals shall be as
 4 provided for State employees under the State Personnel Act.

5 **SECTION 2.(f)** If a principal is reassigned to a higher job classification because
 6 the principal is transferred to a school within a local school administrative unit with a larger
 7 number of State-allotted teachers, the principal shall be placed on the salary schedule as if the
 8 principal had served the principal's entire career as a principal at the higher job classification.

9 If a principal is reassigned to a lower job classification because the principal is
 10 transferred to a school within a local school administrative unit with a smaller number of
 11 State-allotted teachers, the principal shall be placed on the salary schedule as if the principal
 12 had served the principal's entire career as a principal at the lower job classification.

13 This subsection applies to all transfers on or after the effective date of this section,
 14 except transfers in school systems that have been created, or will be created, by merging two or
 15 more school systems. Transfers in these merged systems are exempt from the provisions of this
 16 subsection for one calendar year following the date of the merger.

17 **SECTION 2.(g)** Participants in an approved full-time master's in school
 18 administration program shall receive up to a 10-month stipend at the beginning salary of an
 19 assistant principal during the internship period of the master's program. The stipend shall not
 20 exceed the difference between the beginning salary of an assistant principal plus the cost of
 21 tuition, fees, and books and any fellowship funds received by the intern as a full-time student,
 22 including awards of the Principal Fellows Program. The Principal Fellows Program or the
 23 school of education where the intern participates in a full-time master's in school administration
 24 program shall supply the Department of Public Instruction with certification of eligible
 25 full-time interns.

26 **SECTION 2.(h)** During the 2012-2013 fiscal year, the placement on the salary
 27 schedule of an administrator with a one-year provisional assistant principal's certificate shall be
 28 at the entry-level salary for an assistant principal or the appropriate step on the teacher salary
 29 schedule, whichever is higher.

30
 31 **CENTRAL OFFICE SALARIES**

32 **SECTION 3.(a)** The monthly salary ranges that follow apply to assistant
 33 superintendents, associate superintendents, directors/coordinators, supervisors, and finance
 34 officers for the 2012-2013 fiscal year, beginning July 1, 2012.

35	School Administrator I	\$3,369	\$6,319
36	School Administrator II	\$3,571	\$6,701
37	School Administrator III	\$3,791	\$7,110
38	School Administrator IV	\$3,944	\$7,393
39	School Administrator V	\$4,103	\$7,692
40	School Administrator VI	\$4,352	\$8,157
41	School Administrator VII	\$4,527	\$8,486

42 The local board of education shall determine the appropriate category and
 43 placement for each assistant superintendent, associate superintendent, director/coordinator,
 44 supervisor, or finance officer within the salary ranges and within funds appropriated by the
 45 General Assembly for central office administrators and superintendents. The category in which
 46 an employee is placed shall be included in the contract of any employee.

47 **SECTION 3.(b)** The monthly salary ranges that follow apply to public school
 48 superintendents for the 2012-2013 fiscal year, beginning July 1, 2012.

49	Superintendent I	\$4,805	\$9,002
50	Superintendent II	\$5,101	\$9,546
51	Superintendent III	\$5,412	\$10,127

1	Superintendent IV	\$5,744	\$10,742
2	Superintendent V	\$6,096	\$11,398

3 The local board of education shall determine the appropriate category and
4 placement for the superintendent based on the average daily membership of the local school
5 administrative unit and within funds appropriated by the General Assembly for central office
6 administrators and superintendents.

7 **SECTION 3.(c)** Longevity pay for superintendents, assistant superintendents,
8 associate superintendents, directors/coordinators, supervisors, and finance officers shall be as
9 provided for State employees under the State Personnel Act.

10 **SECTION 3.(d)** Superintendents, assistant superintendents, associate
11 superintendents, directors/coordinators, supervisors, and finance officers with certification
12 based on academic preparation at the six-year degree level shall receive a salary supplement of
13 one hundred twenty-six dollars (\$126.00) per month in addition to the compensation provided
14 pursuant to this section. Superintendents, assistant superintendents, associate superintendents,
15 directors/coordinators, supervisors, and finance officers with certification based on academic
16 preparation at the doctoral degree level shall receive a salary supplement of two hundred
17 fifty-three dollars (\$253.00) per month in addition to the compensation provided for under this
18 section.

19 **SECTION 3.(e)** The State Board of Education shall not permit local school
20 administrative units to transfer State funds from other funding categories for salaries for public
21 school central office administrators.

22 **SECTION 3.(f)** The annual salary increase for all permanent full-time personnel
23 paid from the Central Office Allotment shall be one and eight-tenths percent (1.8%),
24 commencing July 1, 2012. The State Board of Education shall allocate these funds to local
25 school administrative units. The local boards of education shall establish guidelines for
26 providing salary increases to these personnel.

27 28 **BONUS FOR CERTIFIED PERSONNEL AT THE TOP OF THEIR SALARY** 29 **SCHEDULES**

30 **SECTION 4.(a)** Effective July 1, 2012, any permanent personnel employed on
31 July 1, 2012, and paid at the top of the teacher salary schedule shall receive a one-time bonus
32 equivalent to one and eight-tenths percent (1.8%).

33 **SECTION 4.(b)** Effective July 1, 2012, any permanent personnel employed on
34 July 1, 2012, and paid at the top of the principal and assistant principal salary schedule shall
35 receive a one-time bonus equivalent to two percent (2%).

36 37 **NONCERTIFIED PERSONNEL SALARIES**

38 **SECTION 5.(a)** The annual salary increase for permanent, full-time noncertified
39 public school employees whose salaries are supported from the State's General Fund shall be
40 the one and eight-tenths percent (1.8%), commencing July 1, 2012.

41 **SECTION 5.(b)** Local boards of education shall increase the rates of pay for such
42 employees who were employed for all or part of fiscal year 2011-2012 and who continue their
43 employment for the 2012-2013 fiscal year by providing an annual salary increase for
44 employees of one and eight-tenths percent (1.8%).

45 For part-time employees, the pay increase shall be pro rata based on the number of
46 hours worked.

47 **SECTION 5.(c)** The State Board of Education may adopt salary ranges for
48 noncertified personnel to support increases for the 2012-2013 fiscal year.

49 50 **APPROPRIATION**

1 **SECTION 6.(a)** There is appropriated from the General Fund to the Department of
2 Public Instruction the sum of eighty-three million four hundred eighty-six thousand one
3 hundred seventy-two dollars (\$83,486,172) in recurring funds for the 2012-2013 fiscal year and
4 the sum of three million six hundred ninety-two thousand one hundred eighty-two dollars
5 (\$3,692,182) in nonrecurring funds for the 2012-2013 fiscal year to implement the provisions
6 of this act.

7 **SECTION 6.(b)** There is appropriated from the Highway Fund to the Department
8 of Public Instruction the sum of thirty-seven thousand seven hundred six dollars (\$37,706) in
9 recurring funds for the 2012-2013 fiscal year to implement the provisions of this act.

10
11 **EFFECTIVE DATE**

12 **SECTION 7.** This act becomes effective July 1, 2012.